

**CIVIL SERVICE COMMISSION REGULAR MEETING AGENDA**

December 8, 2020 at 2:00 p.m. via Zoom platform

**Dial by your location**

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877 853 5257 US Toll-free  
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**Meeting ID: 913 9585 3754**

**1. Meeting Minutes**

The Minutes from the regular monthly Civil Service Commission meeting on November 10, 2020 are submitted for review.

**2. Vacancy Report****3. Merit Increases****4. Permanent Appointments****5. Fire Marshal Position**

Mr. Eric Amado would like to discuss the Fire Marshal position with the Commission and requests a vote to make the position non-competitive.

**6. Appeal – Mr. Ricardo Acuna-Mendoza (15)**

The Commission received a request for an appeal from Mr. Ricardo Acuna-Mendoza regarding his disqualification from the hiring process for entry level Firefighter #2360 for failing to appear for his scheduled medical examination.

**7. Appeal – Mr. Andrew Gay (4) 11/10/20 denied without prejudice**

The Commission received a request for an appeal from Mr. Andrew Gay regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination. Mr. Gay is represented by Attorney Vincent Noce.

**8. Appeal – Mr. Michael Harding (11)**

The Commission received a request for an appeal from Mr. Michael Harding regarding his disqualification from the hiring process for entry level Firefighter #2360 due to habits and conduct.

**9. Appeal – Mr. Felix Berrios (12)**

The Commission received a request for an appeal from Mr. Felix Berrios regarding his disqualification from the hiring process for entry level firefighter #2360 due to habits and conduct. Mr. Berrios is represented by Attorney Robert Gulash.

**10. Appeal – Mr. Omar Perry (13)**

The Commission received a request for an appeal from Mr. Omar Perry regarding his disqualification from the hiring process for entry level Firefighter #2360 due to not being recommended for hire from his psychological evaluation.

**11. Appeal – Mr. Tavon Tatum (14)**

The Commission has received a request for an appeal from Mr. Tavon Tatum regarding his disqualification from the hiring process for entry level Firefighter #2360 due to not being recommended for hire from his psychological evaluation.

**12. Legal Report****13. Acting Personnel Director Report**

- Public Safety Telecommunicator Exam
- Civilian Detention Officer Exam
- Police Captain Exam
- Police Lieutenant Exam
- Deputy Fire Marshal
- Public Safety Supervisor
- Next regular monthly CSC meeting Tuesday, January 12, 2021

**14. Personnel Director Exam Update**

Note: For matters numbered 6-11 on the 12/8/20 Agenda: the numbers in parenthesis is a reference for the Commissioners to the tab in the original binder for November 2, 2020 meeting that was scheduled to be in-person and had to be cancelled due to rising Covid concerns.

**CIVIL SERVICE COMMISSION REGULAR MEETING**  
November 10, 2020 at 2:00 p.m. via Zoom platform

**MINUTES**

Commissioner Falberg called the Special Meeting of the Civil Service Commission to order at 2:03 p.m. Present were Commissioners Buccino and Grech; Eric Amado, Acting Personnel Director; Clerk to the Commission Deborah Brelsford; Atty. John Mitola; Lisa Mastronunzio, Acting Civil Service Examiner; Fire Chief Richard Thode; Firefighter Patrick Krompinger; John Marshall Lee, Greater Bridgeport NAACP; Rev. Stanley Lord, Greater Bridgeport NAACP Branch President; Conor Henry, Joel Garay, Christopher Lacour, Brandon Blank, Ronald Christy, Reinhard Ordonez, Kevin Ayala, Helbert Paneto, Justin Kawiecki and Atty. Thomas Bucci.

**1. Meeting Minutes**

The Minutes from the regular monthly Civil Service Commission meeting on October 13, 2020 and the Special Meeting on October 28, 2020.

**\*\* COMMISSIONER BUCCINO MOVED TO APPROVE THE MINUTES FROM THE REGULAR MONTHLY CIVIL SERVICE COMMISSION MEETING ON OCTOBER 13, 2020 AND THE SPECIAL MEETING ON OCTOBER 28, 2020.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION TO APPROVE THE MINUTES FROM THE REGULAR MONTHLY CIVIL SERVICE COMMISSION MEETING ON OCTOBER 13, 2020 AND THE SPECIAL MEETING ON OCTOBER 28, 2020 PASSED UNANIMOUSLY.**

**2. Vacancy Report – NOTED FOR THE RECORD**

The Vacancy Report was presented by Mr. Amado.

**VACANCIES – REPORT 11/10/2020**

<b><u>Competitive Positions</u></b>	<b><u>Former</u></b>	<b><u>Replacement</u></b>
N/A		
<b><u>Non-competitive Positions</u></b>	<b><u>Former</u></b>	<b><u>Replacement</u></b>
<b>CDBG</b>		
Admin Support Coordinator	Alyssa Garcia	Ava Showah
<b>ROADWAY</b>		
Maintainer II	Adiel Ramos Henriques	Kenneth Beauregard
Seasonal Maintainer I Grade II		Irvin Villegas
<b>PARKS &amp; RECREATION</b>		
Seasonal (Fairchild Wheeler Golf Course)		Richard Nash

**PARKS MAINTENANCE**  
**Seasonal Maintainer I Grade I**

**Nathaniel Allen**

**Seasonal Maintainer I Grade I**

**Ray Fontanez**

**\*\* COMMISSIONER GRECH MOVED TO APPROVE THE VACANCY REPORT AS PRESENTED.**  
**\*\* COMMISSIONER BUCCINO SECONDED.**  
**\*\* THE MOTION PASSED UNANIMOUSLY.**

**3. MERIT INCREASE– CERTIFY FOR PAYROLL.**

Mr. Amado presented the report.

**MERIT INCREASES FOR NOVEMBER 2020 C.S.C MEETING**

<b>Police Job</b>	<b>Title</b>	<b>Effective 12/01/2020</b>
Justin Rosado	Police Officer	\$63,252.00(2) To \$70,467.00(3)

**\*\* COMMISSIONER BUCCINO MOVED TO APPROVE THE MERIT INCREASES AS PRESENTED.**  
**\*\* COMMISSIONER GRECH SECONDED.**  
**\*\* THE MOTION PASSED UNANIMOUSLY.**

**4. Permanents Appointments**

Mr. Amado stated that there were no permanent appointments this month.

**5. Waiver Request – Firefighter Patrick Krompinger**

The Commission has received a request for a 6-month waiver from Firefighter Patrick Krompinger from the promotional list for Fire Lieutenant exam #2362.

Ms. Brelsford said the Waiver request was received in writing at the office. Firefighter Krompinger was present on the call and read his written request for a waiver to the Commissioners.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE 6-MONTH WAIVER FROM FIREFIGHTER PATRICK KROMPINGER FROM THE PROMOTIONAL LIST FOR FIRE LIEUTENANT EXAM #2362.**

**COMMISSIONER BUCCINO VOTED TO GRANT THE REQUEST.**  
**COMMISSIONER GRECH VOTED TO GRANT THE REQUEST.**

**\*\* THE MOTION TO APPROVE THE WAIVER REQUEST FROM FIREFIGHTER PATRICK KROMPINGER PASSED UNANIMOUSLY.**

**6. Waiver Request – Sgt. Anthony Caiazzo**

The Commission has received a request for a 6-month waiver from Sgt. Anthony Caiazzo from the promotional list for Police Detective exam #2349.

Sgt. Caiazzo was not present on the call.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE 6-MONTH WAIVER REQUEST FROM SGT. ANTHONY CAIAZZO FROM THE PROMOTIONAL LIST FOR POLICE DETECTIVE EXAM #2349.**

**COMMISSIONER BUCCINO VOTED TO GRANT THE REQUEST.  
COMMISSIONER GRECH VOTED TO GRANT THE REQUEST.**

**\*\* THE MOTION TO APPROVE THE WAIVER REQUEST FROM SGT. ANTHONY CAIAZZO PASSED UNANIMOUSLY.**

**7. Waiver Request – Sgt. Trevor Niestemski**

The Commission has received a request for a 6-month waiver from Sgt. Trevor Niestemski from the promotional list for Police Detective exam #2349.

Sgt. Niestemski was not present on the call.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE 6-MONTH WAIVER REQUEST FROM SGT. TREVOR NIESTEMSKI FROM THE PROMOTIONAL LIST FOR POLICE DETECTIVE EXAM #2349.**

**COMMISSIONER BUCCINO VOTED TO GRANT THE REQUEST.  
COMMISSIONER GRECH VOTED TO GRANT THE REQUEST.**

**\*\* THE MOTION TO APPROVE THE WAIVER REQUEST FROM SGT. TREVOR NIESTEMSKI PASSED UNANIMOUSLY.**

**8. Waiver Request – Sgt. Michael Paoletti**

The Commission has received a request for a 6-month waiver from Sgt. Michael Paoletti from the promotional list for Police Detective exam #2349.

Sgt. Paoletti was not present on the call.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE 6-MONTH WAIVER REQUEST FROM SGT. MICHAEL PAOLETTI FROM THE PROMOTIONAL LIST FOR POLICE DETECTIVE EXAM #2349.**

**COMMISSIONER BUCCINO VOTED TO GRANT THE REQUEST.  
COMMISSIONER GRECH VOTED TO GRANT THE REQUEST.**

**\*\* THE MOTION TO APPROVE THE WAIVER REQUEST FROM SGT. MICHAEL PAOLETTI PASSED UNANIMOUSLY.**

## **9. Greater Bridgeport Branch NAACP Communication**

Mr. Amado stated that Rev. Stanley Lord, the President of the Greater Bridgeport Branch of the NAACP and Communications Director, Mr. John Marshall Lee wished to address the Commission.

Mr. Lee spoke about how the NAACP was a force for equity and fairness. He said the disclosure regarding the investigation regarding the selection for a permanent Personnel Director for the Civil Service was a concern. He asked when the City be filling the vacant Civil Service Commission terms. He said there were residents who did not trust the process and noted there were grievances with both the Police Department and the Fire Department mostly and others.

Mr. Lee pointed out the number of existing expired terms on various Boards and Commissions. Mr. Lee also mentioned a Fair Housing Commission that expired many years ago due to the lack of appointees to the Commission.

Mr. Amado acknowledged Mr. Lee's concerns about the vacancies and the need for the examination for Personnel Director.

Rev. Lord said that it was important to allow those who were qualified to move forward and to prevent those who were not qualified, at the expense of people of color, from being promoted. He did not want second best.

Rev. Lord discussed testing requirements in the Fire Department and said additional information would be released soon.

Mr. Amado thanked both Rev. Lord and Mr. Lee for their time and comments. Mr. Amado said he also wanted transparency and engagement with the community, the constituents and those who apply.

*Mr. Amado read from Chapter 17 Section 212 of the Charter: The Personnel Director may reject the application of any person for admission to a test or refuse to test any applicant or refuse to certify the name of an eligible for employment who is found to lack any of the established qualification requirements for the position for which he applies for which he has been tested, or who is physically unfit to effectively perform the duties of the position, or who is addicted to the habitual use of drugs or intoxicating liquors. Mr. Amado said the medical appeals are the duty of the Civil Service Commission pursuant to the Charter.*

## **10. Appeal – Mr. Conor Henry**

The Commission has received a request for an appeal from Mr. Conor Henry regarding his disqualification from seasonal employment with the City of Bridgeport for failing a portion of his medical examination.

Mr. Henry stated his hearing could be held in public. Mr. Amado said that the applicant had been disqualified because of a failed drug test and inadvertently ingested THC. He would like to work at the golf course in the future.

Mr. Amado suggested that if Mr. Henry reapplied again in the spring for seasonal employment, his re-employment would be contingent upon his passing the background and medical tests.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. CONOR HENRY REGARDING HIS DISQUALIFICATION FROM SEASONAL EMPLOYMENT WITH THE CITY OF BRIDGEPORT FOR FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL.  
COMMISSIONER GRECH MOVED TO DENY THE APPEAL.**

**\*\* THE APPEAL REQUEST FROM MR. CONOR HENRY WAS UNANIMOUSLY DENIED.**

**11. Appeal – Mr. Miguel Rivera, Jr. (1)**

The Commission received a request for an appeal from Mr. Miguel Rivera, Jr. regarding his disqualification from the hiring process for entry level Firefighter #2360 due failing a portion of his medical examination.

Mr. Amado said that Mr. Rivera had submitted a voluntary written withdrawal.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE TO ACCEPT THE WITHDRAWAL FROM MR. MIGUEL RIVERA, JR. REGARDING ENTRY LEVEL FIREFIGHTER #2360.**

**COMMISSIONER BUCCINO MOVED TO GRANT THE WITHDRAWAL.  
COMMISSIONER GRECH MOVED TO GRANT THE WITHDRAWAL .**

**\*\* THE REQUEST TO WITHDRAW THE APPEAL OF MR. MIGUEL RIVERA, JR. WAS APPROVED.**

*Mr. Amado said that the public notice stated clearly that the candidates must be free of any physical condition that would prevent the candidate from performing their duties as a Bridgeport Firefighter. The City follows the National Fire Prevention Association Standards. The City contracts out the evaluation and physical assessments to its medical provider.*

**12. Appeal – Mr. Nicholas Elliott (2)**

The Commission received a request for an appeal from Mr. Nicholas Elliott regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

Mr. Elliot was not present on the call. Atty. Mitola recommended that the Commission deny the appeal without prejudice.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. NICHOLAS ELLIOTT REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL WITHOUT PREJUDICE.**

**COMMISSIONER GRECH MOVED TO DENY THE APPEAL WITHOUT PREJUDICE.**

**\*\* THE APPEAL REQUEST FROM MR. NICHOLAS ELLIOT WAS UNANIMOUSLY DENIED WITHOUT PREJUDICE.**

**13. Appeal – Mr. Hasan Powell (3)**

The Commission received a request for an appeal from Mr. Hasan Powell regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

Mr. Powell was not present on the call. Atty. Mitola recommended that the Commission deny the appeal without prejudice.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. HASAN POWELL REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL WITHOUT PREJUDICE.**

**COMMISSIONER GRECH MOVED TO DENY THE APPEAL WITHOUT PREJUDICE.**

**COMMISSIONER FALBERG MOVED TO DENY THE APPEAL WITHOUT PREJUDICE.**

**\*\* THE APPEAL REQUEST FROM MR. HASAN POWELL WAS DENIED WITHOUT PREJUDICE.**

**14. Appeal – Mr. Andrew Gay (4)**



The Commission received a request for an appeal from Mr. Andrew Gay regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

Mr. Gay was not present on the call. Atty. Mitola recommended that the Commission deny the appeal without prejudice.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. ANDREW GAY REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL WITHOUT PREJUDICE.**

**COMMISSIONER GRECH MOVED TO DENY THE APPEAL WITHOUT PREJUDICE.**

**\*\* THE APPEAL REQUEST FROM MR. ANDREW GAY WAS UNANIMOUSLY DENIED WITHOUT PREJUDICE.**

**15. Appeal – Mr. Joel Garay (5)**

The Commission received a request for an appeal from Mr. Joel Garay regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

Mr. Garay elected to have his hearing held in Public Session. He was disqualified when he failed a portion of the medical exam. Mr. Amado reviewed the details of the lab results with the Commissioners.

Mr. Garay said he was a very active athlete and went on a high protein diet to be in top shape for the position of firefighter. His personal physician explained that because the protein intake level was so high, it was affecting his blood enzymes. He has since adjusted his nutrition and hopes to pass the blood test and being able to help others in his community and he takes this very seriously.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. JOEL GARAY REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL.  
COMMISSIONER GRECH MOVED TO DENY THE APPEAL.**

**\*\* THE APPEAL REQUEST FROM MR. JOEL GARAY WAS UNANIMOUSLY DENIED.**

**16. Appeal – Mr. Christopher Lacour (6)**

The Commission received a request for an appeal from Mr. Christopher Lacour regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

Mr. Lacour elected to have his hearing held in public session. Mr. Amado gave a brief overview of the testing results.

Mr. Lacour said that he was a veteran and served 7 years with the National Guard. He has never failed one of their physical exams. He said that he felt he would be an asset to the Bridgeport Fire Department.

Commissioner Buccino asked about past practices.

Commissioner Grech said that there were many great candidates that come before the Commission with appeals and since they are not medical professionals, he tries to be consistent. He said he really feels for these candidates.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. CHRISTOPHER LACOUR REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL.  
COMMISSIONER GRECH MOVED TO DENY THE APPEAL.**

**\*\* THE APPEAL REQUEST FROM CHRISTOPHER LACOUR WAS UNANIMOUSLY DENIED.**

**17. Appeal – Mr. Brandon Blank (7)**

The Commission received a request for an appeal from Mr. Brandon Blank regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

Mr. Blank elected to hold his hearing in Executive Session.

**\*\* COMMISSIONER BUCCINO MOVED TO ENTER INTO EXECUTIVE SESSION FOR THE APPEAL HEARING FOR MR. BRANDON BLANK.  
\*\* COMMISSIONER GRECH SECONDED.  
\*\* THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Amado, Ms. Breilsford, Fire Chief Thode, Deputy Chief Edwards, Deputy Chief Buck, Atty. Mitola and Mr. Blank entered into Executive Session at 2:55 p.m. They returned to Public Session 3:07 p.m.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. BRANDON BLANK REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL.  
COMMISSIONER GRECH MOVED TO DENY THE APPEAL.**

**\*\* THE APPEAL REQUEST FROM MR. BRANDON BLANK WAS UNANIMOUSLY DENIED.**

**18. Appeal – Mr. Ronald Christy (8)**

The Commission received a request for an appeal from Mr. Ronald Christy regarding her disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of the medical examination.

Mr. Christy elected to have his appeal hearing held in Public Session. He said that when he had taken the hair follicle drug screen, and it turned up with a positive result. Mr. Christy said that he had major surgery and the positive results was due to that. They re-administered the test and it turned up positive for another drug, which was also used by the anesthesiologist during his surgery. He has since been cleared to go back to work. A letter from the attending physician was received regarding the situation. Mr. Christy said that he was reluctant to submit more hair from his beard a third time.

Mr. Amado read the doctor's medical note: Mr. Christy became very upset and hung up the phone. The Doctor said a 3<sup>rd</sup> drug test was requested and Mr. Christy said it sounded fishy. Mr. Christy said his uncle is a fireman and he spoke with a lawyer for the Firebirds and went the route of an appeal.

Commissioner Grech asked Mr. Christy if he had been asked before the drug test if he had any medicine in his system. Mr. Christy said it was not until his test came back positive that the doctor asked him this.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. RONALD CHRISTY REGARDING HER DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF THE MEDICAL EXAMINATION.**

**COMMISSIONER GRECH VOTED TO GRANT THE REQUEST.  
COMMISSIONER BUCCINO VOTED TO GRANT THE REQUEST.**

**\*\* THE APPEAL REQUEST FROM MR. RONALD CHRISTY WAS UNANIMOUSLY GRANTED.**

**19. Appeal – Mr. Reinhard Ordonez (9)**

The Commission received a request for an appeal from Mr. Reinhard Ordonez regarding his disqualification from the hiring process for entry level Firefighter #2360 due failing a portion of his medical examination.

Mr. Ordonez elected to have his appeal hearing held in public session. Mr. Amado reviewed the details regarding the medical recommendation. The medical provider stated that his blood levels were out of the acceptable range and this resulted in his disqualification. An updated email with current test results were received earlier in the day.

Mr. Ordonez said that the triglycerides could not cause a heart attack. He gave a brief summary about this and said that he was on medication to lower the triglycerides and they have been significantly reduced. He passed every other test with flying colors. This should not keep him from doing his job.

He wants the opportunity and has worked very hard for it. He has been physically fit his entire life. He asked for the opportunity to retake the test.

Commissioner Falberg said the Commission has the City physician and does not accept other doctor's results.

Commissioner Buccino complimented Mr. Ordonez on the work he has done on his cholesterol and said if he is denied his appeal he can apply again.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. REINHARD ORDONEZ REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER GRECH MOVED TO DENY THE APPEAL.  
COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL.**

**\*\* THE APPEAL REQUEST FROM MR. REINHARD ORDONEZ WAS UNANIMOUSLY DENIED.**

**20. Appeal – Mr. Kevin Ayala (10A)**

The Commission received a request for an appeal from Mr. Kevin Ayala regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination. Mr. Ayala is represented by Attorney Thomas Bucci.

Mr. Amado noted that Mr. Ayala was being represented by Atty. Bucci.

for Commissioner Buccino said that she wanted to put on the record that she had worked from Atty. Bucci a number of years ago but stated this would not interfere with her decisions.

Atty. Bucci said that Mr. Ayala elected to have the hearing held in Public Session. Atty. Bucci said that they were simply requesting a re-testing. Mr. Ayala said that he lowered his cholesterol level by diet and exercise.

Ms. Brelsford said that Atty. Bucci had submitted a number of documents in sealed envelopes and the Commissioners were asked not to open them until the appeal hearing started. Mr. Amado said that they were documents from Mr. Ayala's physician. Discussion followed.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM MR. KEVIN AYALA REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER GRECH MOVED TO DENY THE APPEAL.  
COMMISSIONER BUCCINO MOVED TO DENY THE APPEAL.**

**\*\* THE APPEAL REQUEST FROM MR. KEVIN AYALA WAS UNANIMOUSLY DENIED.**

**21. Appeal – Mr. Helbert Paneto (10B)**

The Commission received a request for an appeal from Mr. Helbert Paneto regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination. Mr. Paneto is represented by Attorney Thomas Bucci.

Mr. Amado noted that Mr. Paneto was being represented by Atty. Bucci. Atty. Bucci said that Mr. Paneto elected to have the hearing in Public Session.

Atty. Bucci said that the test results had ALT and AST ranges that were above normal. A re-test was done and the metabolic levels were all within range.

Mr. Paneto spoke to the Commission and said that everything came back normal two weeks after the initial test. He said that he worked out the morning of the first test and ran three miles.

Commissioner Buccino noted that two different labs were used and the results were wildly different. Mr. Paneto said that this was where the doctor had sent him. He added that he had been very concerned about the first set of results.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. HELBERT PANETO REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO VOTED TO GRANT THE APPEAL.  
COMMISSIONER GRECH VOTED TO GRANT THE APPEAL.**

**\*\* THE APPEAL REQUEST FROM MR. HELBERT PANETO WAS UNANIMOUSLY GRANTED.**

**22. Appeal – Mr. Justin Kawiecki (10C)**

The Commission received a request for an appeal from Mr. Justin Kawiecki regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination. Mr. Kawiecki is represented by Attorney Thomas Bucci.

Mr. Amado noted that Mr. Kawiecki was being represented by Atty. Bucci. Atty. Bucci said that Mr. Kawiecki elected to have the hearing in Public Session.

Atty. Bucci said that the medical tests indicated he had failed the cholesterol test. Mr. Kawiecki consulted with a doctor and changed his diet. A second test was administered and the results were within in range.

Mr. Kawiecki said that he had been a volunteer firefighter and moved to Bridgeport in order to join the department. When the medical results arrived, he lost weight and changed his diet. Atty. Bucci said that they just wanted to have the City re-qualify him.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. JUSTIN KAWIECKI REGARDING HIS DISQUALIFICATION FROM THE HIRING PROCESS FOR ENTRY LEVEL FIREFIGHTER #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION.**

**COMMISSIONER BUCCINO VOTED TO GRANT THE REQUEST.  
COMMISSIONER GRECH MOVED TO DENY THE REQUEST.  
COMMISSIONER FALBERG VOTED TO GRANT THE REQUEST**

**\*\* THE APPEAL REQUEST FROM MR. JUSTIN KAWIECKI WAS GRANTED.**

**23. Legal report – No report.**

**24. Acting Personnel Director Report**

- Public Safety Telecommunicator Exam

Mr. Amado said there was a little hiccup after the pre-employment screenings started and Scott Appleby would look into the criminal background systems and the employees who engage with them.

- Civilian Detention Officer Exam

There has not been much of a response. The schedule is a rigorous one. There may be a re-posting done.

- Police Captain Exam
- Police Lieutenant Exam

Mr. Amado said the Lieutenant exam was the priority because it was more outdated and there were many vacancies.

- Deputy Fire Marshal

An announcement regarding the exam is being drafted.

- Public Safety Supervisor

Dates are being scheduled for a job analysis. There is so much turnover, so the question is Why?

- Next regular monthly CSC meeting will be on Tuesday, December 8, 2020.

Commissioner Falberg said that while she would not be in town, but would be able to link in.

## **25. Personnel Director Exam Update**

Atty. Mitola said that there was no update on the Personnel Director Exam. After the October 13 meeting he sent a long, detailed email to the Administration and will be meeting with them shortly. They are overwhelmed with the Covid situation and the number of spiking cases.

### **ADJOURNMENT**

**\*\* COMMISSIONER BUCCINO MOVED TO ADJOURN.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 4:06 p.m.

Respectively submitted,  
Telesco Secretarial Services

VACANCIES – Report 12/08/2020

Competitive Positions

PUBLIC FACILITIES MAINTENANCE

Custodian I

Former

Fabian Giglio

Replacement

Taj Geter

Non-competitive Positions

HEALTH DEPARTMENT

Veteran's Service Officer (2) P/T

Community Health Worker P/T

Former

New Positions

New Position

Replacement

Melissa Buzan  
Cindy Anderson  
Adebola Idowu

PUBLIC FACILITIES

Maintainer I Grade I (1) Seasonal

Maintainer I Grade I (2) BOE Seasonal

Maintainer III (2) Promoted

Jose Rodriguez  
Kenneth Beuregard

Angel Martinez  
Anthony Venezia

Maintainer I Grade I (Seas to Perm)

Maintainer I Grade II (Seas to Perm)

Maintainer I Grade II (2)

William Cotter  
Carlos Vazquez  
Jesus Hampton  
Rene Colon

Davon Lott  
Theodore Jordan  
Gilberto Nieves  
Louis Parrella

PARKS & RECREATION

Groundskeeper (1) Seasonal

*Black = competitive*  
*Blue = non-competitive*



**DECEMBER 2019 MEETING  
MERIT INCREASES EFFECTIVE JANUARY 1, 2021**

**Added Union Salary Increase for:**

**\*City Attorney – 2.0%, \*\*LIUNA – 1.0%, \*\*\*NAGE – 2.0%**

**ANIMAL SHELTER**

216095 – Jeffrey Matthews	Kennel Person	\$37,723.00 (Step 4) to \$39,437.00 (Step 5)
***218154 – Juan Hernandez	Assistant Animal Control Officer	\$46,502.00 (Step 2) to \$51,307.00 (TOP)

**BOARD OF EDUCATION**

78008 – Fred Breeden	Custodian IV	\$55,862.00 (Step 2) to \$57,894.00 (Step 3)
211111 – Stephen Hawksley	Custodian IV	\$55,862.00 (Step 2) to \$57,894.00 (Step 3)
47588 – Matthew Francoeur	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)
200760 – Robert Gulyas	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)
40528 – Michael Hall	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)
31858 – Gerald Harris	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)
200565 – Michael Kitching	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)
207593 – Daniel Lee	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)
13658 – Robert Rivera	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)
75198 – Eric Walker	Custodian IV	\$57,894.00 (Step 3) to \$59,954.00 (Step 4)

216011 – Steven Molnar	Maintainer I, Grade I	\$38,094.00 (Step 4) to \$39,825.00 (Step 5)
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***215109 – Sara Amaro	Typist I (32.5 HRS)	\$42,910.00 (Step 5) to \$46,550.00 (TOP)
***28398 – Michelle Rey	Typist II (35 HRS)	\$45,129.00 (Step 4) to \$47,134.00 (Step 5)

**BUILDING**

207541 – Tamar Morales	Administrative Specialist	\$78,677.00 (Step 5) to \$81,038.00 (TOP)
215908 – Stephen Saturno	Assistant Building Inspector	\$96,272.00 (Step 4) to \$96,754.00 (TOP)

**CITY ATTORNEY**

*217326 – Michael Jankovsky	City Attorney	\$123,357.00 (Step 8) to \$131,744.00 (Step 9)
*215296 – Tyisha Toms	City Attorney	\$134,966.00 (Step 10) to \$144,551.00 (Step 11)
***216976 – Cheryl Bolling	Collection AIDE (35hrs)	\$40,734.00 (Step 3) to \$50,436.00 (TOP)
***216135 – Tanishia Richards	Secretarial Assistant	\$44,285.00 (Step 2) to \$46,862.00 (Step 3)

**CIVIL SERVICE COMMISSION**

**ENGINEERING**

214813 – Megha Jain	Civil Engineer I	\$85,479.00 (Step 5) to \$85,907.00 (TOP)
***215472 – Shea Wacker	Engineering Aid I (35 HRS)	\$43,146.00 (Step 3) to \$45,253.00 (Step 4)

**HEALTH DEPARTMENT – Division**

**Communicable**

***215481 – Sylvia DiLuca	Secretarial Assistant	\$42,616.00 (Step 1 to \$46,862.00 (Step 3)
<b>Retroactive effective 1/1/2020</b>		

**Vital**

***214339 – Michelle Robles	Vital Records CUST SVC CLK	\$42,382.00 (Step 4) to \$44,224.00 (Step 5)
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**POLICE**

***216757 – Deanna Hernandez	Typist I (35 HRS)	\$40,343.00 (Step 3) to \$43,022.00 (Step 4)
***215644 – Katia Moreno (Velez)	Typist I (35 HRS)	\$42,178.00 (Step 4) to \$43,989.00 (TOP)

**PUBLIC FACILITIES – Division****Administration**

***218240 – Mashantuck Crawley	Date Coordinator	\$44,453.00 (Step 1) to \$47,860.00 (Step 2)
***214117 – Tatiana Urena	Payroll Compensation Processor	\$55,284.00 (Step 4) to \$57,944.00 (Step 5)

**AIRPORT**

**218026 – Jordan Kingston	Airport Certification Specialist	\$49,234.00 (Step 3) to \$52,489.00 (TOP)
25218 – Thomas Norko	Superintendent of Operations	\$84,515.00 (Step 3) to \$86,499.00 (Step 4)

**FACILITIES MAINTENANCE**

***218842 - Lauren Daley	Accounting Clerk I	\$49,461.00 (Step 1) to \$52,289.00 (Step 2)
121816 – Eugene Chest	Maintainer II	\$41,476.00 (Step 3) to \$43,456.00 (Step 4)

**GARAGE**

***218264 – Helena Fernandes	Garage Clerk	\$42,616.00 (Step 1) to \$45,171.00 (Step 2)
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**ROADWAY**

215817 – Brown, Davis	Maintainer I, Grade I	\$34,295.00 (Step 2) to \$36,005.00 (Step 3)
215283 – Suzette Gonzalez	Maintainer I, Grade I	\$37,723.00 (Step 4) to \$39,437.00 (Step 5)
217436 – Angel Gonzalez	Maintainer II	\$39,507.00 (Step 2) to \$41,476.00 (Step 3)
213673 – Victor Hernandez	Maintainer III	\$46,638.00 (Step 4) to \$48,755.00 (Step 5)
209129 – Wilfredo Ortiz	Maintainer III	\$46,638.00 (Step 4) to \$48,755.00 (Step 5)
213488 – Philip Jaiman	Maintainer III	\$48,755.00 (Step 5) to \$51,000.00 (Step 6)
214121 – Andrew Kudaisi	Maintainer III	\$46,638.00 (Step 4) to \$48,755.00 (Step 5)
214560 – Tejah Perry	Maintainer III	\$46,638.00 (Step 4) to \$48,755.00 (Step 5)
215419 – Jose Vazquez	Maintainer III	\$46,638.00 (Step 4) to \$48,755.00 (Step 5)
216480 – Marc Northrop	Maintainer IV	\$43,229.00 (Step 1) to \$45,506.00 (Step 2)
215284 – Luis Rodriguez	Maintainer IV	\$43,229.00 (Step 1) to \$45,506.00 (Step 2)

***211856 – Samuel Gant	Parking Enforcement ??	\$35,727.00 (Step 2) to \$38,500.00 (Step 3)
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211810 – George Brown	Public Works Foreman II	\$67,853.00 (Step 4) to \$68,194.00 (TOP)
87202 – Ronald Simms	Public Works Foreman II	\$67,853.00 (Step 4) to \$68,194.00 (TOP)

**PUBLIC FACILITIES – PARKS****TAX COLLECTOR****TAX COLLECTOR**

213824 – Jennifer Martinez	Accountant	\$85,681.00 (Step 4) to \$88,003.00 (Step 5)
***217473 – Latavia McBride	Tax Collector Clerk (35 hrs.)	\$47,691.00 (Step 2) to \$50,465.00 (Step 3)

**MERIT INCREASES FOR DECEMBER 2020 C.S.C MEETING EFFECTIVE 1/1/2021**

<b>FIRE</b>	<b>JOB TITLE</b>	<b>EFFECTIVE 01/01/2021</b>
CHARLES MCNEIECE	FIRE EQUIP. MECHANIC	\$78,333.00(1) TO \$80,950.00(2) TOP
JAMES ZAVODJANCIK	FIRE INSPECTOR	\$83,114.00(1) TO \$87,024.00(2) TOP
MARCUS DIERNA	FIRE CAPTAIN	\$87,892.00(1) TO \$90,487.00(2)
JOSEPH LACHIOMA	FIRE CAPTAIN	\$87,892.00(1) TO \$90,487.00(2)
JEFFREY CORDISCO	FIRE CAPTAIN	\$87,892.00(1) TO \$90,487.00(2)
LAWRENCE DONNELLY	FIRE CAPTAIN	\$90,487.00(2) TO \$93,101.00(3) TOP
ANDREW FIERLIT	FIRE CAPTAIN	\$90,487.00(2) TO \$93,101.00(3) TO)
PETER MOROTTO	FIRE CAPTAIN	\$90,487.00(2) TO \$93,101.00(3) TOP
JEFFREY CRONIN	FIRE ASSISTANT CHIEF	\$97,736.00(1) TO \$102,394.00(2)
SCOTT FOSS	FIRE ASSISTANT CHIEF	\$97,736.00(1) TO \$102,394.00(2)
EMANUEL SALVATORE	FIRE ASSISTANT CHIEF	\$97,736.00(1) TO \$102,394.00(2)

### STEP INCREASES JANUARY 1, 2021

<b>Dept</b>	<b>Employee</b>	<b>Position</b>	<b>Increase</b>
Comptroller's	Liliana DiSanto	Acct Clerk I (35 Hrs)	\$41,206 (2) to \$43,169 (3)
Comptroller's	Edlira Gjonbalaj	Accountant	\$78,733 (1) to \$81,044 (2)
Info Tech			
Services	Curtis Denton	ITS Director	\$134,339 (1) to \$137,698 (2)
		School Crossing	\$34.99/Day (2) to \$37.59/Day
Police	Evelyn Alvarez	Guard	(Top)
		School Crossing	\$34.99/Day (2) to \$37.59/Day
Police	Jennifer Lambre	Guard	(Top)
		School Crossing	\$34.99/Day (2) to \$37.59/Day
Police	Pedro Vega	Guard	(Top)
		School Crossing	\$34.99/Day (2) to \$37.59/Day
Police	Barbara Davis	Guard	(Top)
	Roberto Acevedo	School Crossing	\$34.99/Day (2) to \$37.59/Day
Police	Malave	Guard	(Top)
		School Crossing	\$34.99/Day (2) to \$37.59/Day
Police	Sylvester Harper	Guard	(Top)

# PERMANENT APPOINTMENTS

Dept	Employee	Position	Effective
ITS	Jean Presume	Computer Systems Analyst	11/6/2020